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WAGE RATES AND EARNINGS

JANUARY 1977

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Reference No. 6.16

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I. WAGE RATES INDEXES

1. This section contains particulars of weighted average minimum weekly and hourly wage rates for adult males and adult females for Australia and each State, together with index numbers with base : year 1954 = 100. Less detailed statistics are first published in the monthly statement, *Wage Rates Indexes (Preliminary)* (Reference No. 6.37).

2. The wage rates used in the compilation of the indexes are the lowest rates for a full week's work (excluding overtime) prescribed for particular occupations. In the majority of cases the rates are prescribed in awards or determinations of Federal or State industrial authorities or in collective agreements registered with them. Rates prescribed in unregistered collective agreements are used where these are dominant in the particular industries to which they refer.

3. The Wage Rates Indexes are based on the occupation structure existing in 1954. Weights for each industry and each occupation were derived from two sample surveys made in that year. The first was the Survey of Awards in April 1954, which showed the number of employees covered by individual awards, determinations and collective agreements, and provided employee weights for each industry as well as a basis for the Survey of Award Occupations made in November 1954. This second survey showed the number of employees in each occupation within selected awards, etc. in the various industries, thereby providing occupation weights.

4. The minimum wage rates used in the indexes are for representative occupations within each industry. They have been derived entirely from representative awards, determinations and collective agreements in force at the end of each period commencing with March 1939 for adult males and March 1951 for adult females. The current index for adult males includes rates for 3,415 award designations prescribed in 501 awards, determinations and collective agreements. As some of these designations are operative within more than one industry, or in more than one State, the total number of individual award occupations is 2,313. For adult females the corresponding numbers are 1,100 award designations, 187 awards, etc. and 515 individual award occupations. By use of the industry and occupation weights derived from the surveys described above, these rates were combined to give weighted averages for each industry group for each State and Australia. Because of coverage difficulties the rural industry is not included in the indexes. A list of the major awards used in the compilation of the wage rates index for adult males, together with explanatory notes, was shown in the July 1974 and August 1974 issue of this publication. The industry weighting pattern of the indexes is shown on page 80 of *Labour Statistics, 1975* (Reference No. 6.61).

5. Because the indexes are designed to measure movements in prescribed minimum rates of "wages" as distinct from "salaries", those awards, etc. which relate solely or mainly to salary earners are excluded. Thus awards relating to employees in the Finance and Property industry group (banking insurance, etc.) are excluded as are awards relating to occupations such as engineers, scientists, architects, teachers, nurses, etc. and to administrative employees in government services. Some awards that specify annual rates of pay for certain occupations mainly in government employment (for example, mail officers, postal officers, drivers, linemen, telecommunications technicians, clerks and clerical assistants, office machine operators, typists, telephonists, etc.) are included.

6. The rates for particular occupations used in the indexes are prescribed in awards, determinations and collective agreements as set out in paragraph 2 above. Relevant rates of prescribed minimum wages for adult males and adult females (see page 12) are used when applicable. For some occupations general loadings of various kinds are included. Loadings, etc. that are not applicable to all workers in a specified award occupation (for example, those payable because of length of service; working in wet, dirty or confined places; excess fares incurred due to location of building site) are not included in the wage rates indexes. Annual leave loadings, prescribed in many awards, etc., are not included in the wage rates indexes. The ten per cent additions to minimum wage rates for adult males first prescribed in some Western Australian State awards in October 1970 are included in the wage rates. The weekly rates used in the index for occupations specified in the National Building Trades Construction Award include the weekly base rate of pay, the special allowance and the industry allowance.

7. In recent years the award rates of pay for some government employees have been based on actual rates of pay for employees in the private sector, which include over-award payments, loadings, etc. Thus award rates of pay for government employees in certain occupations will be higher than those for private employees in comparable occupations. This may affect the relative levels of the weighted average minimum wage rates in industry groups which have a large component of government employees (for example, the Communication group).

8. The indexes are designed to measure trends in wage rates in current awards, etc. excluding the effects of changes in the relative importance of industries, awards and occupations. The weighted average wage rates shown in the tables in this section are therefore indexes expressed in money terms, and do not purport to be actual current averages. Similarly, neither these

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weighted average wage rates nor the corresponding index numbers measure the relative levels of average current wage rates as between States or industries.

9. Since 1954 the industrial structure in Australia has undergone changes which are likely to have had some effects on the representativeness of the regimen of the indexes. These effects are mitigated because occupations in new or expanding industries are often covered by existing awards and the wage rates for new occupations usually conform very closely to those for existing occupations. Also, where an entirely new award has been made and the number of employees affected has warranted such action, occupations from the new award have been introduced into the indexes. These latter cases have not been of great significance.

10. Weighted average minimum weekly wage rates for adult males and adult females covered by "Federal awards, etc." and for those covered by "State awards, etc." (as defined below) are shown separately in Tables 3 and 9. The wage rates for these two categories may change at any time as a result of the transfer of particular awards or occupations from one jurisdiction to another.

Relevant definitions are as follows :

"Federal awards, etc." include awards of, or collective agreements registered with, the Australian Conciliation and Arbitration Commission and the Coal Industry Tribunal, and determinations of the Australian Public Service Arbitrator.

"State awards, etc." include awards or determinations of, or collective agreements registered with, State industrial tribunals together with certain unregistered collective agreements where these are dominant in the particular industries to which they refer.

11. The proportion of employees covered by Federal and State awards, etc. varies considerably between States. In addition, the proportions of employees engaged in the respective industries and occupations differ from State to State. As a result there may be relatively wide differences between the weighted average wage rates in the several States.

12. For reasons discussed in paragraph 2, page 13, weekly wage rates for adult males shown in this Section cannot be compared directly with average earnings figures shown in Section III. The wage rates also cannot be directly compared with the average earnings series shown in Section IV for similar reasons.

13. **Related publications.** Wage rates and index numbers for adult males are available as at the end of each quarter from March 1939 to December 1956 and as at the end of each month from January 1957. Particulars for adult females have been compiled quarterly from March 1951 to June 1967 and monthly from July 1976. For details of wage rates and index numbers from 1939 reference should be made to the following bulletins.

Minimum Wage Rates, March 1939 to June 1965 (Reference No. 6.17)

Wage Rates Indexes, June 1965 to June 1968 (Reference No. 6.21)

Wage Rates Indexes, June 1968 to June 1972 (Reference No. 6.33)

Wage Rates and Earnings, June 1976, (Reference No. 6.16) for final figures July 1972 to June 1975.

Figures subsequent to June 1975 will be found in the July 1976 and later issues of this bulletin, and in the July 1976 and later issues of the monthly statement *Wage Rates Indexes (Preliminary)* (Reference No. 6.37).

All publications produced by the ABS are listed in *Publications of the Australian Bureau of Statistics* (Reference No. 1.8), which is available free of charge from any ABS office.

14. In some cases, when awards etc. are varied, the new wage rates are made retrospective. Also there is generally an unavoidable, and sometimes considerable, delay in the receipt of notification of changes in wage rates in respect of the occupations included in the indexes. Because of these delays, etc., figures for the latest twelve months are subject to revision. As such revisions are made they are published in the normal monthly tables of this bulletin. Considerations of space preclude the publication herein of revised figures for each industry group in each State but these are available on request.

TABLE 1. WEEKLY WAGE RATES : ADULT MALES (a), INDUSTRY GROUPS, AUSTRALIA

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and collective agreements; and index numbers of wage rates.

End of —	Manufacturing										Road and air transport	Shipping and stevedoring (c)	Communication	Wholesale and retail trade	Public authority (n.e.i.) and community and business services	Amusement, hotels, personal service, etc.	All industry groups (d)
	Mining and quarrying (b)	Engineering, metals, vehicles, etc.	Textiles, clothing and footwear	Food, drink and tobacco	Saw-milling, furniture, etc.	Paper, printing, etc.	Other manufacturing	All manufacturing groups	Building and construction	Railway services							
WAGE RATES (\$)																	
1976 —																	
January	147.08	110.62	108.41	114.95	111.91	119.20	113.07	112.11	128.12	108.96	116.57	144.87	141.67	117.71	120.20	108.96	118.18
February	156.72	117.70	115.36	122.64	119.02	126.90	120.22	119.31	135.51	115.93	124.18	154.14	150.98	125.51	127.76	116.15	125.71
March	156.77	117.70	115.36	122.64	119.04	126.90	120.23	119.32	135.73	115.93	124.18	154.14	150.98	125.59	128.09	116.27	125.76
April	156.88	117.80	115.57	122.87	119.23	126.92	120.28	119.44	135.73	115.93	124.20	154.21	150.98	125.69	128.21	116.41	125.85
May	160.98	121.29	119.01	126.42	122.68	130.78	123.87	122.97	139.83	119.34	127.79	157.97	154.81	129.42	131.91	119.74	129.51
June	161.62	121.37	119.03	126.50	122.68	130.78	124.08	123.06	140.19	119.38	127.79	157.97	154.81	129.42	131.91	119.86	129.63
July	162.02	121.39	119.03	126.64	122.68	130.79	124.09	123.09	140.19	119.38	127.79	157.98	154.81	129.46	131.91	119.86	129.66
August	164.84	123.98	121.55	129.16	125.41	133.35	126.68	125.67	142.79	121.88	130.33	160.54	157.40	132.02	134.92	122.28	132.25
September	165.11	123.99	121.55	129.16	125.41	133.35	126.68	125.68	142.80	121.88	130.36	160.54	157.40	132.02	134.93	122.28	132.27
October	164.84	123.99	121.55	129.16	125.41	133.35	126.69	125.68	142.80	121.88	130.36	160.54	157.40	132.02	134.93	122.39	132.26
November	167.86	126.70	124.22	132.03	128.05	136.23	129.45	128.42	145.19	124.37	133.25	163.98	160.86	134.96	137.82	124.99	135.03
December	168.26	126.70	124.22	132.03	128.05	136.23	129.45	128.42	145.19	124.37	133.25	163.98	160.86	134.96	137.82	124.99	135.05
1977 —																	
January	169.39	126.72	124.22	132.03	128.05	136.23	129.45	128.43	145.19	124.37	133.25	163.98	160.86	134.96	137.82	125.10	135.09
INDEX NUMBERS																	
(Base : Weighted average weekly wage rate, Australia, year 1954 = 100)																	
1976 —																	
January	520.8	391.7	383.9	407.0	396.3	422.1	400.4	397.0	453.7	385.8	412.8	513.0	501.6	416.8	425.6	385.8	418.4
February	554.9	416.7	408.5	434.2	421.4	449.3	425.7	422.5	479.8	410.5	439.7	545.8	534.6	444.4	452.4	411.3	445.1
March	555.1	416.8	408.5	434.2	421.5	449.3	425.7	422.5	480.6	410.5	439.7	545.8	534.6	444.7	453.5	411.7	445.3
April	555.5	417.1	409.2	435.1	422.2	449.4	425.9	422.9	480.6	410.5	439.8	546.0	534.6	445.0	454.0	412.2	445.6
May	570.0	429.5	421.4	447.6	434.4	463.1	438.6	435.4	495.1	422.6	452.5	559.3	548.2	458.3	467.1	424.0	458.6
June	572.3	429.8	421.5	447.9	434.4	463.1	439.3	435.7	496.4	422.7	452.5	559.3	548.2	458.3	467.1	424.4	459.0
July	573.7	429.8	421.5	448.4	434.4	463.1	439.4	435.8	496.4	422.7	452.5	559.4	548.2	458.4	467.1	424.4	459.1
August	583.7	439.0	430.4	457.3	444.0	472.2	448.5	445.0	505.6	431.6	461.5	568.5	557.3	467.5	477.7	433.0	468.3
September	584.6	439.0	430.4	457.3	444.0	472.2	448.5	445.0	505.6	431.6	461.6	568.5	557.3	467.5	477.8	433.0	468.3
October	583.7	439.0	430.4	457.3	444.0	472.2	448.6	445.0	505.6	431.6	461.6	568.5	557.3	467.5	477.8	433.4	468.3
November	594.4	448.6	439.9	467.5	453.4	482.4	458.4	454.7	514.1	440.4	471.8	580.6	569.6	477.9	488.0	442.6	478.1
December	595.8	448.6	439.9	467.5	453.4	482.4	458.4	454.7	514.1	440.4	471.8	580.6	569.6	477.9	488.0	442.6	478.2
1977 —																	
January	599.8	448.7	439.9	467.5	453.4	482.4	458.4	454.8	514.1	440.4	471.8	580.6	569.6	477.9	488.0	443.0	478.3

(a) See paragraph 8, page 2. Figures for the latest twelve months are subject to revision — see paragraph 14, page 3. (b) For mining, wage rates used are those prescribed for the principal mining centres and include lead bonuses, etc. (c) Includes wage rates (and value of keep) for occupations in the coastal shipping service, other than masters officers and engineers. (d) Excludes rural industry.

TABLE 2. WEEKLY WAGE RATES : ADULT MALES, ALL GROUPS (a)

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and collective agreements; and index numbers of wage rates

End of -	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
WAGE RATES (\$)							
1976 -							
January	119.08	117.32	121.58	115.13	113.99	117.71	118.18
February	126.62	124.68	129.37	122.72	121.67	125.05	125.71
March	126.63	124.71	129.64	122.76	121.73	125.05	125.76
April	126.69	124.74	129.73	123.09	121.83	125.07	125.85
May	130.37	128.35	133.57	126.73	125.37	128.72	129.51
June	130.46	128.58	133.61	126.79	125.43	128.75	129.63
July	130.50	128.62	133.61	126.80	125.54	128.76	129.66
August	133.09	131.17	136.12	129.36	128.51	131.30	132.25
September	133.11	131.17	136.12	129.37	128.57	131.30	132.27
October	133.09	131.17	136.12	129.37	128.64	131.30	132.26
November	135.81	133.97	139.14	132.16	131.00	134.10	135.03
December	135.85	133.97	139.14	132.17	131.00	134.10	135.05
1977 -							
January	135.94	133.97	139.14	132.21	131.04	134.10	135.09
INDEX NUMBERS							
(Base : Weighted average weekly wage rate, Australia, year 1954 = 100)							
1976 -							
January	421.6	415.4	430.5	407.6	403.6	416.8	418.4
February	448.3	441.5	458.1	434.5	430.8	442.8	445.1
March	448.4	441.6	459.0	434.7	431.0	442.8	445.3
April	448.6	441.7	459.4	435.8	431.4	442.8	445.6
May	461.6	454.5	473.0	448.7	443.9	455.8	458.6
June	461.9	455.3	473.1	448.9	444.1	455.9	459.0
July	462.1	455.4	473.1	449.0	444.5	455.9	459.1
August	471.2	464.4	482.0	458.0	455.0	464.9	468.3
September	471.3	464.4	482.0	458.1	455.2	464.9	468.3
October	471.2	464.4	482.0	458.1	455.5	464.9	468.3
November	480.9	474.4	492.7	468.0	463.8	474.8	478.1
December	481.0	474.4	492.7	468.0	463.8	474.8	478.2
1977 -							
January	481.3	474.4	492.7	468.1	464.0	474.8	478.3

For footnotes see below.

TABLE 3. WEEKLY WAGE RATES : ADULT MALES (a), FEDERAL AND STATE AWARDS, ETC. (\$)

End of -	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
FEDERAL AWARDS, ETC. (b)							
1976 -							
January	120.56	115.95	130.56	117.58	131.76	118.23	119.26
February	128.12	123.24	138.65	124.95	140.24	125.54	126.74
March	128.12	123.24	139.48	124.95	140.24	125.54	126.79
April	128.14	123.26	139.50	124.96	140.27	125.55	126.81
May	131.88	126.81	143.40	128.65	143.98	129.11	130.48
June	131.93	126.84	143.52	128.69	143.98	129.16	130.52
July	131.93	126.84	143.52	128.69	143.98	129.16	130.52
August	134.47	129.40	146.08	131.21	146.61	131.72	133.07
September	134.47	129.40	146.08	131.21	146.61	131.72	133.07
October	134.47	129.40	146.08	131.21	146.61	131.72	133.07
November	137.32	132.17	149.12	134.03	149.82	134.51	135.90
December	137.32	132.17	149.12	134.03	149.82	134.51	135.90
1977 -							
January	137.32	132.17	149.12	134.03	149.82	134.51	135.90
STATE AWARDS, ETC. (b)							
1976 -							
January	117.16	120.59	118.56	109.04	111.38	116.53	116.86
February	124.68	128.12	126.25	117.19	118.95	123.94	124.46
March	124.70	128.21	126.33	117.34	119.02	123.94	124.52
April	124.83	128.28	126.45	118.48	119.13	123.96	124.69
May	128.42	131.98	130.27	121.99	122.64	127.84	128.34
June	128.58	132.72	130.28	122.08	122.71	127.84	128.55
July	128.66	132.84	130.28	122.12	122.84	127.86	128.63
August	131.31	135.37	132.78	124.78	125.85	130.37	131.27
September	131.36	135.37	132.78	124.82	125.92	130.37	131.30
October	131.31	135.37	132.78	124.80	126.00	130.37	131.29
November	133.87	138.25	135.79	127.54	128.23	133.18	133.98
December	133.95	138.25	135.79	127.58	128.23	133.18	134.01
1977 -							
January	134.17	138.25	135.79	127.72	128.28	133.18	134.11

(a) Excludes rural industry. See paragraph 8, page 2. Figures for the latest twelve months are subject to revision - See paragraph 14, page 3.
 (b) For definitions, see paragraph 10, page 3. The wage rates for these two categories may change at any time as a result of the transfer of particular awards or occupations from one jurisdiction to another.

TABLE 4. WEEKLY WAGE RATES : ADULT MALES (a), INDUSTRY GROUPS

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and collective agreements; and index numbers of wage rates.

WAGE RATES (\$)																	
End of -	Mining and quarrying (b)	Manufacturing							Building and con- struction	Railway services	Road and air transport	Shipping and steve- doring (c)	Comm- unication	Whole- sale and retail trade	Public authority (n.e.i.) and community business services	Amuse- ment, hotels, personal service, etc.	All industry groups (d)
		Engin- eering, metals, vehicles, etc.	Textiles, clothing and footwear	Food, drink and tobacco	Saw- milling, furniture, etc.	Paper, printing, etc.	Other manu- facturing	All manu- facturing groups									
NEW SOUTH WALES																	
1976 - September	182.21	120.86	121.01	128.53	127.35	128.82	126.55	123.73	148.04	119.97	134.77	162.59	157.43	131.77	136.99	125.36	133.11
October	181.72	120.86	121.01	128.53	127.35	128.82	126.55	123.73	148.05	119.97	134.77	162.59	157.43	131.77	136.99	125.36	133.09
November	184.74	123.49	123.67	131.34	129.89	131.64	129.30	126.41	150.16	122.59	137.74	165.95	160.88	134.68	139.93	128.11	135.81
December	185.49	123.49	123.67	131.34	129.89	131.64	129.30	126.41	150.16	122.59	137.74	165.95	160.88	134.68	139.93	128.11	135.85
1977 - January	187.58	123.49	123.67	131.34	129.89	131.64	129.30	126.41	150.16	122.59	137.74	165.95	160.88	134.68	139.93	128.11	135.94
VICTORIA																	
1976 - September	128.33	126.31	121.85	128.61	120.48	136.42	127.34	126.51	146.24	115.24	126.92	163.25	158.23	133.82	133.80	121.71	131.17
October	128.33	126.31	121.85	128.61	120.48	136.42	127.34	126.51	146.24	115.24	126.92	163.25	158.23	133.82	133.80	121.71	131.17
November	131.07	129.08	124.53	131.42	123.13	139.43	130.08	129.27	148.95	117.78	129.72	166.84	161.71	136.68	136.57	124.37	133.97
December	131.07	129.08	124.53	131.42	123.13	139.43	130.08	129.27	148.95	117.78	129.72	166.84	161.71	136.68	136.57	124.37	133.97
1977 - January	131.07	129.08	124.53	131.42	123.13	139.43	130.08	129.27	148.95	117.78	129.72	166.84	161.71	136.68	136.57	124.37	133.97
QUEENSLAND																	
1976 - September	167.24	132.21	123.33	132.92	131.48	144.63	127.91	132.08	135.12	135.49	126.66	155.87	157.05	132.96	139.06	124.74	136.12
October	167.24	132.21	123.33	132.92	131.48	144.63	127.91	132.08	135.12	135.49	126.66	155.87	157.05	132.96	139.06	124.74	136.12
November	170.54	135.12	126.05	136.07	134.38	147.82	130.74	135.05	137.84	138.47	129.45	159.30	160.50	136.21	142.13	127.48	139.14
December	170.54	135.12	126.05	136.07	134.38	147.82	130.74	135.05	137.84	138.47	129.45	159.30	160.50	136.21	142.13	127.48	139.14
1977 - January	170.54	135.12	126.05	136.07	134.38	147.82	130.74	135.05	137.84	138.47	129.45	159.30	160.50	136.21	142.13	127.48	139.14
SOUTH AUSTRALIA																	
1976 - September	124.53	124.20	120.71	124.06	120.22	134.44	126.19	124.64	141.56	120.04	126.40	154.16	156.27	129.35	126.39	117.79	129.37
October	124.53	124.16	120.71	124.06	120.22	134.44	126.19	124.61	141.60	120.04	126.40	154.16	156.27	129.35	126.39	117.79	129.37
November	127.11	126.81	123.37	126.79	122.87	137.40	129.01	127.32	144.48	122.80	129.18	157.55	159.70	132.19	129.16	120.22	132.16
December	127.11	126.86	123.37	126.79	122.87	137.40	129.01	127.34	144.48	122.80	129.18	157.55	159.70	132.19	129.16	120.22	132.17
1977 - January	127.11	126.99	123.37	126.79	122.87	137.40	129.01	127.42	144.48	122.80	129.18	157.55	159.70	132.19	129.16	120.22	132.21
WESTERN AUSTRALIA																	
1976 - September	132.96	123.24	124.30	130.87	124.73	132.10	124.86	125.31	133.87	109.64	129.45	163.81	157.93	128.30	127.95	111.78	128.57
October	132.96	123.24	124.30	130.87	124.73	132.10	125.17	125.38	133.87	109.64	129.45	163.81	157.93	128.30	127.95	113.44	128.64
November	135.88	126.18	127.02	133.54	127.19	133.89	127.89	128.09	135.14	110.02	132.69	167.14	161.40	131.22	130.75	114.85	131.00
December	135.88	126.18	127.02	133.54	127.19	133.89	127.89	128.09	135.14	110.02	132.69	167.14	161.40	131.22	130.75	114.85	131.00
1977 - January	135.88	126.18	127.02	133.54	127.19	133.89	127.89	128.09	135.14	110.02	132.69	167.14	161.40	131.22	130.75	116.53	131.04
TASMANIA																	
1976 - September	143.08	125.11	117.52	126.82	119.77	129.15	121.41	124.23	132.96	120.53	129.78	160.16	153.45	133.45	145.42	116.46	131.30
October	143.08	125.11	117.52	126.82	119.77	129.15	121.41	124.23	132.96	120.53	129.78	160.16	153.45	133.45	145.42	116.46	131.30
November	146.07	127.77	120.12	129.60	122.41	131.99	124.02	126.93	135.58	123.12	132.61	163.68	156.83	136.38	148.51	119.03	134.10
December	146.07	127.77	120.12	129.60	122.41	131.99	124.02	126.93	135.58	123.12	132.61	163.68	156.83	136.38	148.51	119.03	134.10
1977 - January	146.07	127.77	120.12	129.60	122.41	131.99	124.02	126.93	135.58	123.12	132.61	163.68	156.83	136.38	148.51	119.03	134.10

For footnotes, see page 7.

INDEX NUMBERS
(Base : Weighted average weekly wage rate, Australia, year 1954 = 100)

End of –	Mining and quarrying (b)	Manufacturing								Building and con- struction	Railway services	Road and air transport	Shipping and steve- doring (c)	Comm- unication	Whole- sale and retail trade	Public authority (n.e.i.) and community and business services	Amuse- ment, hotels, personal service, etc.	All industry groups (d)
		Engin- eering, metals, vehicles, etc.	Textiles, clothing and footwear	Food, drink and tobacco	Saw- milling, furniture, etc.	Paper, printing, etc.	Other manu- facturing	All manu- facturing groups										
NEW SOUTH WALES																		
1976 – September	645.2	427.9	428.5	455.1	450.9	456.1	448.1	438.1	524.2	424.8	477.2	575.7	557.4	466.6	485.1	443.9	471.3	
October	643.4	427.9	428.5	455.1	450.9	456.1	448.1	438.1	524.2	424.8	477.2	575.7	557.4	466.6	485.1	443.9	471.2	
November	654.1	437.2	437.9	465.0	459.9	466.1	457.8	447.6	531.7	434.1	487.7	587.6	569.7	476.9	495.5	453.6	480.9	
December	656.8	437.2	437.9	465.0	459.9	466.1	457.8	447.6	531.7	434.1	487.7	587.6	569.7	476.9	495.5	453.6	481.0	
1977 – January	664.2	437.2	437.9	465.0	459.9	466.1	457.8	447.6	531.7	434.1	487.7	587.6	569.7	476.9	495.5	453.6	481.3	
VICTORIA																		
1976 – September	454.4	447.2	431.4	455.4	426.6	483.1	450.9	447.9	517.8	408.1	449.4	578.0	560.3	473.8	473.8	431.0	464.4	
October	454.4	447.2	431.4	455.4	426.6	483.1	450.9	447.9	517.8	408.1	449.4	578.0	560.3	473.8	473.8	431.0	464.4	
November	464.1	457.0	440.9	465.3	436.0	493.7	460.6	457.7	527.4	417.0	459.3	590.8	572.6	484.0	483.6	440.4	474.4	
December	464.1	457.0	440.9	465.3	436.0	493.7	460.6	457.7	527.4	417.0	459.3	590.8	572.6	484.0	483.6	440.4	474.4	
1977 – January	464.1	457.0	440.9	465.3	436.0	493.7	460.6	457.7	527.4	417.0	459.3	590.8	572.6	484.0	483.6	440.4	474.4	
QUEENSLAND																		
1976 – September	592.2	468.1	436.7	470.7	465.6	512.1	452.9	467.7	478.4	479.7	448.5	551.9	556.1	470.8	492.4	441.7	482.0	
October	592.2	468.1	436.7	470.7	465.6	512.1	452.9	467.7	478.4	479.7	448.5	551.9	556.1	470.8	492.4	441.7	482.0	
November	603.9	478.4	446.3	481.8	475.8	523.4	462.9	478.2	488.1	490.3	458.4	564.1	568.3	482.3	503.2	451.4	492.7	
December	603.9	478.4	446.3	481.8	475.8	523.4	462.9	478.2	488.1	490.3	458.4	564.1	568.3	482.3	503.2	451.4	492.7	
1977 – January	603.9	478.4	446.3	481.8	475.8	523.4	462.9	478.2	488.1	490.3	458.4	564.1	568.3	482.3	503.2	451.4	492.7	
SOUTH AUSTRALIA																		
1976 – September	440.9	439.8	427.4	439.3	425.7	476.0	446.8	441.3	501.3	425.0	447.6	545.9	553.3	458.0	447.5	417.1	458.1	
October	440.9	439.6	427.4	439.3	425.7	476.0	446.8	441.2	501.4	425.0	447.6	545.9	553.3	458.0	447.5	417.1	458.1	
November	450.1	449.0	436.8	448.9	435.1	486.5	456.8	450.8	511.6	434.8	457.4	557.9	565.5	468.1	457.3	425.7	468.0	
December	450.1	449.2	436.8	448.9	435.1	486.5	456.8	450.9	511.6	434.8	457.4	557.9	565.5	468.1	457.3	425.7	468.0	
1977 – January	450.1	449.7	436.8	448.9	435.1	486.5	456.8	451.2	511.6	434.8	457.4	557.9	565.5	468.1	457.3	425.7	468.1	
WESTERN AUSTRALIA																		
1976 – September	470.8	436.4	440.1	463.4	441.6	467.7	442.1	443.7	474.0	388.2	458.4	580.0	559.2	454.3	453.1	395.8	455.2	
October	470.8	436.4	440.1	463.4	441.6	467.7	443.2	444.0	474.0	388.2	458.4	580.0	559.2	454.3	453.1	401.7	455.5	
November	481.1	446.8	449.8	472.9	450.4	474.1	452.8	453.6	478.5	389.6	469.8	591.8	571.5	464.6	462.9	406.7	463.8	
December	481.1	446.8	449.8	472.9	450.4	474.1	452.8	453.6	478.5	389.6	469.8	591.8	571.5	464.6	462.9	406.7	463.8	
1977 – January	481.1	446.8	449.8	472.9	450.4	474.1	452.8	453.6	478.5	389.6	469.8	591.8	571.5	464.6	462.9	412.6	464.0	
TASMANIA																		
1976 – September	506.6	443.0	416.1	449.0	424.1	457.3	429.9	439.9	470.8	426.8	459.5	567.1	543.3	472.5	514.9	412.4	464.9	
October	506.6	443.0	416.1	449.0	424.1	457.3	429.9	439.9	470.8	426.8	459.5	567.1	543.3	472.5	514.9	412.4	464.9	
November	517.2	452.4	425.3	458.9	433.4	467.4	439.1	449.4	480.1	436.0	469.6	579.6	555.3	482.9	525.8	421.5	474.8	
December	517.2	452.4	425.3	458.9	433.4	467.4	439.1	449.4	480.1	436.0	469.6	579.6	555.3	482.9	525.8	421.5	474.8	
1977 – January	517.2	452.4	425.3	458.9	433.4	467.4	439.1	449.4	480.1	436.0	469.6	579.6	555.3	482.9	525.8	421.5	474.8	

(a) See paragraph 8, page 2. Figures subject to revision - see paragraph 14, page 3. (b) For mining, wage rates used are those prescribed for the principal mining centres and include lead bonuses, etc. (c) Includes wage rates (and value of keep) for occupations in the coastal shipping service, other than masters, officers and engineers. (d) Excludes rural industry.

TABLE 5. HOURLY WAGE RATES : ADULT MALES (a)
INDUSTRY GROUPS, 31 JANUARY 1977 (b)

Weighted average minimum hourly rates payable and index numbers of hourly rates.

<i>Industry group</i>	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>Aust.</i>
WAGE RATES (Cents)							
Mining and quarrying (c)	524.73	327.69	450.20	317.77	356.05	373.40	457.08
Manufacturing —							
Engineering, metals, vehicles, etc.	308.83	322.93	338.01	317.48	315.73	319.43	316.94
Textiles, clothing and footwear	309.18	311.32	315.13	308.43	317.55	300.29	310.56
Food, drink and tobacco	328.79	328.55	340.19	316.97	333.86	324.00	330.22
Sawmilling, furniture, etc.	324.72	307.83	335.96	307.18	317.97	306.03	320.12
Paper, printing, etc.	329.10	349.07	369.55	343.50	341.48	329.99	341.02
Other manufacturing	323.26	325.51	326.86	323.29	318.99	310.32	323.76
<i>All manufacturing groups</i>	<i>316.14</i>	<i>323.36</i>	<i>337.71</i>	<i>318.69</i>	<i>320.48</i>	<i>317.36</i>	<i>321.21</i>
Building and construction	375.41	372.38	344.61	361.19	337.85	338.95	362.98
Railway services	306.47	294.76	346.17	307.00	275.05	307.80	310.98
Road and air transport	344.34	324.29	323.63	322.96	331.72	331.53	333.13
Communication	412.68	416.43	413.31	416.16	415.63	404.40	414.02
Wholesale and retail trade	336.71	341.70	340.53	330.48	328.04	340.94	337.41
Public authority (n.e.i.) and community and business services	356.72	350.77	359.61	329.24	330.34	377.04	351.13
Amusement, hotels, personal service, etc.	320.27	310.94	318.70	300.55	291.32	297.58	312.76
All industry groups (d)	340.24	333.85	347.54	328.84	326.61	331.66	337.20

INDEX NUMBERS

(Base : Weighted average hourly wage rate, Australia, year 1954 = 100)

Mining and quarrying (c)	741.7	463.2	636.3	449.1	503.3	527.8	646.1
Manufacturing —							
Engineering, metals, vehicles, etc.	436.5	456.4	477.7	448.7	446.3	451.5	448.0
Textiles, clothing and footwear	437.0	440.0	445.4	435.9	448.8	424.4	438.9
Food, drink and tobacco	464.7	464.4	480.8	448.0	471.9	458.0	466.7
Sawmilling, furniture, etc.	459.0	435.1	474.9	434.2	449.4	432.5	452.5
Paper, printing, etc.	465.2	493.4	522.3	485.5	482.7	466.4	482.0
Other manufacturing	456.9	460.1	462.0	456.9	450.9	438.6	457.6
<i>All manufacturing groups</i>	<i>446.8</i>	<i>457.0</i>	<i>477.3</i>	<i>450.4</i>	<i>453.0</i>	<i>448.6</i>	<i>454.0</i>
Building and construction	530.6	526.3	487.1	510.5	477.5	479.1	513.1
Railway services	433.2	416.6	489.3	433.9	388.8	435.1	439.6
Road and air transport	486.7	458.4	457.4	456.5	468.9	468.6	470.8
Communication	583.3	588.6	584.2	588.2	587.5	571.6	585.2
Wholesale and retail trade	475.9	483.0	481.3	467.1	463.7	481.9	476.9
Public authority (n.e.i.) and community and business services	504.2	495.8	508.3	465.4	466.9	532.9	496.3
Amusement, hotels, personal service, etc.	452.7	439.5	450.5	424.8	411.8	420.6	442.1
All industry groups (d)	480.9	471.9	491.2	464.8	461.6	468.8	476.6

(a) See paragraph 8, page 2. (b) Figures subject to revision — see paragraph 14, page 3. (c) For mining, wage rates used are those prescribed for the principal mining centres and include lead bonuses, etc. (d) Excludes rural industry, and shipping and stevedoring. The former is not included in the Wage Rates Indexes and for the latter definite particulars for the computation of hourly wage rates are not available.

TABLE 6. HOURLY WAGE RATES : ADULT MALES, ALL GROUPS (a)

Weighted average minimum hourly rates payable and index numbers of hourly rates.

End of -	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
WAGE RATES (Cents)							
1976 -							
January	297.94	292.30	303.57	286.19	283.92	291.06	294.88
February	316.81	310.62	323.02	305.08	303.10	309.16	313.67
March	316.82	310.70	323.71	305.19	303.26	309.16	313.81
April	317.00	310.78	323.94	306.04	303.51	309.20	314.03
May	326.24	319.79	333.60	315.15	312.38	318.30	323.22
June	326.48	320.40	333.69	315.30	312.55	318.38	323.52
July	326.57	320.49	333.69	315.33	312.83	318.38	323.61
August	333.09	326.88	340.01	321.74	320.30	324.76	330.12
September	333.15	326.88	340.01	321.78	320.47	324.76	330.15
October	333.09	326.88	340.01	321.76	320.65	324.76	330.14
November	339.90	333.85	347.54	328.71	326.50	331.66	337.05
December	339.99	333.85	347.54	328.74	326.50	331.66	337.08
1977 -							
January	340.24	333.85	347.54	328.84	326.61	331.66	337.20
INDEX NUMBERS							
(Base : Weighted average hourly wage rate, Australia, year 1954 = 100)							
1976 -							
January	421.1	413.1	429.1	404.5	401.3	411.4	416.8
February	447.8	439.0	456.6	431.2	428.4	437.0	443.4
March	447.8	439.1	457.5	431.4	428.6	437.0	443.5
April	448.0	439.3	457.9	432.6	429.0	437.0	443.9
May	461.1	452.0	471.5	445.4	441.5	449.9	456.8
June	461.5	452.9	471.6	445.6	441.8	450.0	457.3
July	461.6	453.0	471.6	445.7	442.2	450.0	457.4
August	470.8	462.0	480.6	454.8	452.7	459.0	466.6
September	470.9	462.0	480.6	454.8	453.0	459.0	466.6
October	470.8	462.0	480.6	454.8	453.2	459.0	466.6
November	480.4	471.9	491.2	464.6	461.5	468.8	476.4
December	480.6	471.9	491.2	464.7	461.5	468.8	476.4
1977 -							
January	480.9	471.9	491.2	464.8	461.6	468.8	476.6

(a) See paragraph 8, page 2. Excludes rural industry, and shipping and stevedoring. The former is not included in the Wage Rates Indexes and for the latter definite particulars for the computation of hourly wage rates are not available. Figures for the latest twelve months are subject to revision - see paragraph 14, page 3.

TABLE 7. WEEKLY WAGE RATES : ADULT FEMALES (a), INDUSTRY GROUPS, 31 JANUARY 1977 (b)

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and collective agreements; and index numbers of wage rates.

Industry group	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
WAGE RATES (\$)							
Manufacturing -							
Engineering, metals, vehicles, etc.	120.76	127.59	123.07	121.89	123.57	122.56	123.29
Textiles, clothing and footwear	117.38	115.66	118.54	118.67	119.35	109.87	116.62
Food, drink and tobacco	125.05	124.97	125.94	122.31	111.35	120.49	124.07
Other manufacturing	122.18	124.21	125.72	121.45	120.94	118.07	123.00
All manufacturing groups	120.14	120.04	122.16	120.98	118.37	115.77	120.17
Transport and communication	127.59	129.13	133.41	132.10	127.09	134.51	129.45
Wholesale and retail trade	133.26	136.45	133.39	131.97	128.51	125.99	133.43
Public authority (n.e.i.) and community and business services	132.38	132.12	129.38	122.81	116.54	129.59	130.08
Amusement, hotels, personal service, etc.	122.91	120.68	121.42	116.90	108.24	115.28	120.43
All industry groups (c)	125.39	125.09	127.61	125.11	120.96	121.10	125.18
INDEX NUMBERS							
(Base : Weighted average weekly wage rate, Australia, year 1954 = 100)							
Manufacturing -							
Engineering, metals, vehicles, etc.	606.6	640.9	618.2	612.3	620.7	615.7	619.3
Textiles, clothing and footwear	589.6	581.0	595.4	596.1	599.5	551.9	585.8
Food, drink and tobacco	628.1	627.8	632.6	614.4	559.3	605.2	623.2
Other manufacturing	613.7	623.9	631.5	610.1	607.5	593.1	617.8
All manufacturing groups	603.5	603.0	613.6	607.7	594.6	581.5	603.6
Transport and communication	640.9	648.6	670.1	663.5	638.4	675.6	650.3
Wholesale and retail trade	669.4	685.4	670.0	662.9	645.5	632.9	670.2
Public authority (n.e.i.) and community and business services	665.0	663.7	649.9	616.9	585.4	650.9	653.4
Amusement, hotels, personal service, etc.	617.4	606.2	609.9	587.2	543.7	579.0	604.9
All industry groups (c)	629.8	628.3	641.0	628.4	607.6	608.3	628.8

(a) See paragraph 8, page 2. (b) Figures subject to revision - see paragraph 14, page 3. (c) Excludes rural industry; mining and quarrying; and building and construction.

TABLE 8. WEEKLY WAGE RATES : ADULT FEMALES, ALL GROUPS (a)

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and collective agreements; and index numbers of wage rates.

End of -	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
WAGE RATES (\$)							
1976 -							
January	109.29	109.20	110.22	103.49	104.94	105.56	108.63
February	116.23	116.17	118.13	113.15	111.19	112.33	115.84
March	116.23	116.24	118.13	113.41	111.58	112.33	115.90
April	116.44	116.49	118.32	116.35	111.75	112.44	116.32
May	120.16	119.90	121.85	119.84	114.90	115.98	119.87
June	120.16	119.90	122.04	119.84	115.30	115.98	119.91
July	120.16	119.90	122.04	119.84	116.09	115.98	119.95
August	122.71	122.42	124.51	122.35	118.31	118.49	122.45
September	122.71	122.42	124.51	122.35	118.32	118.49	122.45
October	122.71	122.42	124.51	122.35	118.69	118.49	122.47
November	125.39	125.09	127.61	125.04	120.96	121.10	125.17
December	125.39	125.09	127.61	125.11	120.96	121.10	125.18
1977 -							
January	125.39	125.09	127.61	125.11	120.96	121.10	125.18
INDEX NUMBERS							
(Base : Weighted average weekly wage rate, Australia, year 1954 = 100)							
1976 -							
January	549.0	548.5	553.6	519.8	527.1	530.2	545.7
February	583.8	583.6	593.4	568.4	558.5	564.2	581.9
March	583.8	583.9	593.4	569.7	560.5	564.2	582.2
April	584.9	585.2	594.4	584.4	561.3	564.8	584.3
May	603.6	602.3	612.1	602.0	577.2	582.6	602.1
June	603.6	602.3	613.0	602.0	579.2	582.6	602.3
July	603.6	602.3	613.0	602.0	583.2	582.6	602.5
August	616.4	614.9	625.4	614.6	594.3	595.2	615.1
September	616.4	614.9	625.4	614.6	594.3	595.2	615.1
October	616.4	614.9	625.4	614.6	596.2	595.2	615.2
November	629.8	628.3	641.0	628.1	607.6	608.3	628.8
December	629.8	628.3	641.0	628.4	607.6	608.3	628.8
1977 -							
January	629.8	628.3	641.0	628.4	607.6	608.3	628.8

For footnotes see below.

TABLE 9. WEEKLY WAGE RATES : ADULT FEMALES (a), FEDERAL AND STATE AWARDS, ETC. (\$)

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and collective agreements.

End of -	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
FEDERAL AWARDS, ETC. (b)							
1976 -							
January	102.35	101.94	107.47	103.82	105.02	103.10	102.76
February	108.93	108.48	114.41	110.54	112.06	109.67	109.38
March	108.93	108.48	114.41	110.54	112.06	109.67	109.38
April	109.31	108.93	114.82	110.89	112.45	109.77	109.78
May	112.58	112.18	118.23	114.19	115.80	113.04	113.06
June	112.58	112.18	118.23	114.19	115.80	113.04	113.06
July	112.58	112.18	118.23	114.19	115.80	113.04	113.06
August	115.10	114.70	120.78	116.72	118.35	115.57	115.58
September	115.10	114.70	120.78	116.72	118.35	115.57	115.58
October	115.10	114.70	120.78	116.72	118.35	115.57	115.58
November	117.63	117.21	123.43	119.28	120.95	118.12	118.11
December	117.63	117.21	123.43	119.28	120.95	118.12	118.11
1977 -							
January	117.63	117.21	123.43	119.28	120.95	118.12	118.11
STATE AWARDS, ETC. (b)							
1976 -							
January	115.11	118.43	111.62	103.26	104.92	108.11	113.72
February	122.35	125.96	120.02	114.95	110.90	115.10	121.45
March	122.35	126.11	120.02	115.38	111.42	115.10	121.56
April	122.42	126.12	120.11	120.09	111.51	115.23	122.00
May	126.53	129.73	123.69	123.72	114.61	119.03	125.78
June	126.53	129.73	123.98	123.72	115.13	119.03	125.86
July	126.53	129.73	123.98	123.72	116.19	119.03	125.93
August	129.09	132.24	126.40	126.22	118.29	121.53	128.42
September	129.09	132.24	126.40	126.22	118.31	121.53	128.42
October	129.09	132.24	126.40	126.22	118.81	121.53	128.46
November	131.90	135.12	129.73	128.98	120.97	124.22	131.30
December	131.90	135.12	129.73	129.10	120.97	124.22	131.31
1977 -							
January	131.90	135.12	129.73	129.10	120.97	124.22	131.31

(a) See paragraph 8, page 2. Excludes rural industry; mining and quarrying; and building and construction. Figures for the latest twelve months are subject to revision - see paragraph 14, page 3. (b) For definitions, see paragraph 10, page 3. The wage rates for these two categories may change at any time as a result of the transfer of particular awards or occupations from one jurisdiction to another.

TABLE 10. HOURLY WAGE RATES : ADULT FEMALES, INDUSTRY GROUPS, 31 JANUARY 1977 (a)

Weighted average minimum hourly rates payable and index numbers of hourly rates.

Industry group	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
WAGE RATES (Cents)							
Manufacturing —							
Engineering, metals, vehicles, etc.	302.13	320.04	307.67	304.72	308.92	306.41	308.69
Textiles, clothing and footwear	293.80	289.14	296.35	296.67	298.38	274.67	291.69
Food, drink and tobacco	312.63	312.43	314.84	305.77	278.38	301.23	310.16
Other manufacturing	307.03	310.95	314.29	304.71	302.35	295.16	308.47
All manufacturing groups	300.93	300.32	305.41	302.69	295.94	289.43	300.77
Transport and communication	335.44	340.34	352.89	349.13	335.61	370.73	341.47
Wholesale and retail trade	336.91	341.14	333.47	329.92	321.28	314.98	335.08
Public authority (n.e.i.) and community and business services	343.90	336.64	329.71	313.40	295.52	343.97	334.18
Amusement, hotels, personal service, etc.	311.92	302.17	304.27	293.33	271.14	289.10	303.51
All industry groups (b)	317.23	314.23	321.43	314.60	304.06	305.62	315.55
INDEX NUMBERS							
(Base : Weighted average hourly wage rate, Australia, year 1954 = 100)							
Manufacturing —							
Engineering, metals, vehicles, etc.	602.2	637.9	613.2	607.4	615.8	610.7	615.3
Textiles, clothing and footwear	585.6	576.3	590.7	591.3	594.7	547.5	581.4
Food, drink and tobacco	623.1	622.7	627.5	609.5	554.9	600.4	618.2
Other manufacturing	612.0	619.8	626.4	607.4	602.7	588.3	614.9
All manufacturing groups	599.8	598.6	608.7	603.3	589.9	576.9	599.5
Transport and communication	668.6	678.4	703.4	695.9	668.9	739.0	680.6
Wholesale and retail trade	671.5	680.0	664.7	657.6	640.4	627.8	667.9
Public authority (n.e.i.) and community and business services	685.5	671.0	657.2	624.7	589.0	685.6	666.1
Amusement, hotels, personal service, etc.	621.7	602.3	606.5	584.7	540.4	576.2	605.0
All industry groups (b)	632.3	626.3	640.7	627.1	606.1	609.2	629.0

For footnotes see below.

TABLE 11. HOURLY WAGE RATES : ADULT FEMALES, ALL GROUPS (a) (b)

Weighted average minimum hourly rates payable and index numbers of hourly rates.

End of —	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
WAGE RATES (Cents)							
1976 —							
January	276.51	274.31	277.63	260.23	263.79	266.39	273.83
February	294.06	291.84	297.54	284.55	279.48	283.48	292.00
March	294.06	291.99	297.54	285.19	280.46	283.48	292.15
April	294.59	292.64	298.04	292.58	280.89	283.77	293.21
May	304.02	301.21	306.92	301.37	288.82	292.68	302.16
June	304.02	301.21	307.40	301.37	289.82	292.68	302.26
July	304.02	301.21	307.40	301.37	291.82	292.68	302.36
August	310.45	307.52	313.62	307.68	297.38	299.04	308.68
September	310.45	307.52	313.62	307.68	297.41	299.04	308.68
October	310.45	307.52	313.62	307.68	298.35	299.04	308.73
November	317.23	314.23	321.43	314.43	304.06	305.62	315.53
December	317.23	314.23	321.43	314.60	304.06	305.62	315.55
1977 —							
January	317.23	314.23	321.43	314.60	304.06	305.62	315.55
INDEX NUMBERS							
(Base : Weighted average hourly wage rate, Australia, year 1954 = 100)							
1976 —							
January	551.2	546.8	553.4	518.7	525.8	531.0	545.8
February	586.1	581.7	593.1	567.2	557.1	565.0	582.0
March	586.1	582.0	593.1	568.5	559.0	565.0	582.3
April	587.2	583.3	594.1	583.2	559.9	565.6	584.4
May	606.0	600.4	611.8	600.7	575.7	583.4	602.3
June	606.0	600.4	612.7	600.7	577.7	583.4	602.5
July	606.0	600.4	612.7	600.7	581.7	583.4	602.7
August	618.8	613.0	625.1	613.3	592.7	596.0	615.3
September	618.8	613.0	625.1	613.3	592.8	596.0	615.3
October	618.8	613.0	625.1	613.3	594.7	596.0	615.4
November	632.3	626.3	640.7	626.7	606.1	609.2	628.9
December	632.3	626.3	640.7	627.1	606.1	609.2	629.0
1977 —							
January	632.3	626.3	640.7	627.1	606.1	609.2	629.0

(a) See paragraph 8, page 2. Figures for the latest twelve months are subject to revision — see paragraph 14, page 3. (b) Excludes rural industry; mining and quarrying; and building and construction.

II. BASIC WAGES, MINIMUM WAGES, AND INCREASES IN AWARD TOTAL WAGES

The tables in this section give details of basic wages, minimum wages and increases in award total wages. Information on wage determination in Australia is contained in the *Official Year Book*. Figures for earlier periods are published in *Labour Statistics, 1975* and in earlier issues of this bulletin.

TABLE 12. STATE BASIC WAGES : WEEKLY RATES (\$)

State	Date operative	Adult males	Adult females	State	Date operative	Adult males	Adult females
N.S.W.	(a)31 March 1977	65.60	56.30	South Australia	..	(b)	(b)
Victoria	..	(b)	(b)	Western Australia	(a)31 May 1974	48.50	43.50
Queensland (c)	28 March 1977	71.30	57.40	Tasmania	31 March 1977	68.60	68.60

(a) Operative from the beginning of the first pay-period commencing on or after the date shown. (b) Basic wage rates no longer operate. (c) Rates shown are operative in the Southern Division - Eastern District (including Brisbane). District allowances are added for other areas - see Labour Report No. 58, 1973 (page 127).

TABLE 13. MINIMUM WAGE : WEEKLY RATES (\$) - ADULT MALES AND ADULT FEMALES, FEDERAL AWARDS

Date operative (a)	Sydney	Melbourne	Brisbane	Adelaide	Perth	Hobart	"Six Capital Cities"	Canberra	Darwin (b)
1976 - 15 February	89.00	88.10	86.30	87.70	88.20	88.80	88.20	88.40	91.30
1 April	94.00	93.10	91.30	92.70	93.20	93.80	93.20	93.40	96.30
15 May	96.80	95.90	94.00	95.50	96.00	96.60	96.00	96.20	99.20
15 August	99.30	98.40	96.50	98.00	98.50	99.10	98.50	98.70	101.70
22 November	101.50	100.60	98.60	100.20	100.70	101.30	100.70	100.90	103.90
1977 - 31 March	107.20	106.30	104.30	105.90	106.40	107.00	106.40	106.60	109.60

(a) Rates are operative from the beginning of the first pay-period commencing on or after the date shown. (b) Rates shown for Darwin are applicable in the Northern Territory north of the 20th parallel of south latitude. Rates for the Northern Territory south of this parallel are \$1.60 a week less.

TABLE 14. MINIMUM WAGE : WEEKLY RATES (\$) - STATE AWARDS

State	Date operative	Adult males	Adult females	State	Date operative	Adult males	Adult females
N.S.W.	(a)31 March 1977	107.20	107.20	South Australia	(a)31 March 1977	105.90	105.90
Victoria	(a)31 March 1977	106.30	106.30	Western Australia	(a)15 February 1977	106.40	103.60
Queensland (b)	28 March 1977	106.80	106.80	Tasmania	31 March 1977	108.00	108.00

(a) Operative from the beginning of the first pay-period commencing on or after the date shown. (b) See footnote (c) to Table 12.

TABLE 15. GENERAL INCREASES IN AWARD TOTAL WAGES - ADULT MALES AND ADULT FEMALES

Federal awards		Victorian Wages Board determinations		South Australian State awards	
Date operative (a)	Increase	Date operative (a)	Increase	Date operative (a)	Increase
1976 - 15 February	6.4 per cent	1976 - 15 February	6.4 per cent	1976 - 15 February	6.4 per cent
15 May	(b)3.0 per cent	15 May	(b)3.0 per cent	15 May	(b)3.0 per cent
15 August	(c)1.5 per cent	15 August	(c)1.5 per cent	15 August	(c)1.5 per cent
22 November	2.2 per cent	22 November	2.2 per cent	22 November	2.2 per cent
1977 - 31 March	\$5.70	1977 - 31 March	\$5.70	1977 - 31 March	\$5.70

(a) Operative from the beginning of the first pay-period commencing on or after the date shown. (b) Increase 3 per cent up to a maximum of \$3.80 a week. (c) \$2.50 for wage rates up to \$166 per week. 1.5 per cent for wage rates over \$166 per week.

III. AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT

This section presents estimates of average weekly earnings of civilian male wage and salary earners for each State and Territory and Australia. These figures are also published in the quarterly statement, *Average Weekly Earnings* (Reference No. 6.18).

2. For a number of reasons, average weekly earnings in this section of the bulletin cannot be compared directly with the weekly wage rates shown in Section I. The latter are weighted average minimum award, etc. rates payable to adult male wage earners in non-agricultural industries for a full week's work (excluding overtime), at the end of each month or year. On the other hand the figures in this section represent average weekly earnings for all male wage earners and salaried employees (as defined in paragraphs 3 and 4 below) and are weekly averages over a period of a quarter or a year. The earnings figures reflect changes in the relative importance of different industries and occupations whereas the award, etc. wage rates are compiled in the form of an index with fixed industry and occupation weights.

Definition of earnings

3. The earnings figures used in the calculation of the averages shown in Tables 16 and 17 comprise award and over-award wages and salaries, the earnings of employees not covered by awards, overtime earnings, bonuses and allowances, commissions, directors' fees and payments made retrospectively or in advance during the quarter. Earnings of part-time as well as full-time employees, and of juniors as well as adults, are included.

4. Earnings figures used in calculating the averages shown in Table 18 comprise earnings as defined in the previous paragraph, with the exception of overtime earnings and the earnings of junior employees, part-time employees and managerial, executive, etc., staff.

Method of estimation

5. For industries other than agriculture and private domestic service, particulars of employment and wages and salaries are derived from payroll tax returns and from direct returns from government and other bodies. These returns account for approximately 90 per cent of wage and salary earners in these industries, as published monthly in the bulletin *Employment and Unemployment* (Reference No. 6.4). Estimates are made for the unrecorded balance in terms of both numbers and earnings. The level of average earnings estimated for the unrecorded sector is approximately 80 per cent of the level shown by the direct returns. For agriculture and private domestic service, employment and earnings are estimated from other sources and are included in the calculations.

6. For employees reported on more than one payroll, all reported wage and salary earnings are included in calculation of the averages.

Male units

7. Particulars of wages and salaries paid are not available for males and females separately from the sources used for this series; average weekly earnings have therefore been calculated in terms of *male units*, i.e.

total male employees plus a proportion of female employees, the proportion being derived from the estimated ratio of female to male average earnings. Different ratios of female to male average earnings are used for individual States, based on information from surveys of weekly earnings and hours, conducted in May and October, a survey of weekly earnings, conducted in August, and other sources. Ratios used for the current quarter are as follows: New South Wales 67 per cent, Victoria 67, Queensland 65, South Australia 66, Western Australia 62, Tasmania 66, the Northern Territory 65, and the Australian Capital Territory 63. As the number of male units used in calculating Australian average weekly earnings is the sum of the estimates for the States and Territories, a separate ratio for Australia is not used, but the weighted average of the State and Territory ratios is approximately 66 per cent. Changes in these ratios may be necessary from one quarter to the next to reflect, for example, the extension of equal pay provisions, or appreciable and sustained changes in the levels of male overtime earnings. However, small differences in these ratios have relatively little effect on the earnings figures; if the ratio is understated by one per cent then average weekly earnings of \$170 would be overstated by about 70 cents.

Seasonally adjusted estimates

8. Quarterly figures are affected by seasonal influences. For example, special payments, including prepayment for holiday periods, tend to raise the December quarter and to depress the March quarter averages. In addition, figures are affected by the varying number of pay-days in different quarters, (with the exception of Australian Government pay-days in the Northern Territory and the Australian Capital Territory, for which special adjustments have been made in the original series). Allowance for these variations, and for recurring seasonal influences, has been made in calculating the seasonally adjusted estimates for all series shown in the tables. The seasonal adjustment factors were derived from a series from which the influence of major changes in awards and determinations and estimates of the effects of pay-day variations had first been removed. While the seasonally adjusted series retain the effect of the major award, etc. changes, the pay-day effect is excluded. A detailed description of the methods of seasonal adjustment is given in *Seasonally Adjusted Indicators* (Reference No. 1.10).

Revisions to the estimates

9. For a number of reasons estimates in these series are subject to revision. The seasonally adjusted estimates generally need to be revised following annual re-analysis of the series. The original estimates are revised whenever the employment series on which they are based is revised, for example, after the incorporation of new benchmarks following a population census. The surveys of earnings and hours, referred to in paragraph 7, generally provide information about the ratio of female to male earnings, overtime earnings and hours and so on, which make it necessary to revise the average weekly earnings estimates. Other revisions are made from time to time as new or revised data become available.

TABLE 16. AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT (a) : AUSTRALIA

Quarter	Original \$	Seasonally adjusted (b) \$	Quarterly change (c) %	Annual change (d) %	Quarter	Original \$	Seasonally adjusted (b) \$	Quarterly change (c) %	Annual change (d) %
1967 —					1972 —				
September	64.40	64.40	+1.7	+5.7	March	89.20	92.70	+1.0	+7.3
December	67.10	64.90	+0.8	+5.9	June	96.70	95.60	+3.1	+7.7
1968 —					September	96.80	98.10	+2.6	+8.8
March	63.20	65.80	+1.4	+5.8	December	104.10	100.10	+2.0	+9.0
June	67.30	66.90	+1.7	+5.7	1973 —				
September	67.80	67.90	+1.5	+5.4	March	97.20	101.80	+1.7	+9.8
December	72.50	69.80	+2.8	+7.6	June	107.80	106.60	+4.7	+11.5
1969 —					September	110.20	111.70	+4.8	+13.9
March	68.50	72.10	+3.3	+9.6	December	119.90	115.40	+3.3	+15.3
June	72.80	72.40	+0.6	+8.1	1974 —				
September	74.10	74.10	+2.3	+8.8	March	113.30	118.70	+2.9	+16.6
December	79.00	75.30	+1.6	+7.9	June	128.50	127.10	+7.1	+19.2
1970 —					September	137.90	140.10	+10.2	+25.4
March	72.70	77.00	+2.3	+6.9	December	154.20	147.60	+5.4	+27.9
June	79.40	79.00	+2.6	+9.1	1975 —				
September	80.90	80.60	+2.0	+8.8	March	143.60	151.10	+2.4	+27.3
December	86.30	82.50	+2.4	+9.6	June	157.00	155.40	+2.8	+22.3
1971 —					September	157.70	159.50	+2.6	+13.8
March	82.00	86.40	+4.7	+12.2	December	175.10	166.70	+4.5	+12.9
June	89.80	88.80	+2.8	+12.4	1976 —				
September	90.00	90.20	+1.6	+11.9	March	165.00	170.50	+2.3	+12.8
December	96.00	91.80	+1.8	+11.3	June	179.30	178.10	+4.5	+14.6
					September	184.30	184.30	+3.5	+15.5
					December	193.50	186.00	+0.9	+11.6

(a) See paragraph 7 on page 13. (b) See paragraph 8 on page 13. (c) Percentage change over previous quarter in the seasonally adjusted series. (d) Percentage change over same quarter of previous year in the seasonally adjusted series.

TABLE 17. AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT (a)
(\$)

Period	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T. (b)	A.C.T. (b)	Australia
1966-67	63.30	64.10	57.30	57.30	59.40	58.50	..	..	61.90
1967-68	66.70	67.80	60.30	60.60	64.10	62.00	..	..	65.50
1968-69	72.30	72.40	64.50	64.80	69.00	65.70	..	..	70.40
1969-70	78.50	78.40	69.40	70.30	75.70	70.90	..	..	76.30
1970-71	87.30	86.40	78.00	77.20	84.90	78.50	..	..	84.80
1971-72	95.90	93.60	87.00	85.30	93.70	86.80	..	..	93.00
1972-73	104.30	102.50	97.00	93.00	99.00	94.40	..	..	101.50
1973-74	121.00	118.40	112.60	110.60	115.50	110.20	..	..	118.00
1974-75	151.90	148.30	141.80	139.80	146.00	138.90	169.80	185.90	148.20
1975-76	172.10	170.70	162.90	158.40	168.60	157.60	193.20	210.40	169.30

Original Series

1975 —									
Sept. qtr	160.20	158.70	150.50	148.30	159.00	149.90	191.00	202.70	157.70
Dec. qtr	177.40	177.90	169.40	163.30	171.40	164.80	194.30	211.30	175.10
1976 —									
Mar. qtr	167.90	165.70	157.70	154.80	165.00	151.00	189.80	207.20	165.00
June qtr	183.00	180.30	174.10	167.00	179.10	164.80	197.70	224.30	179.30
Sept. qtr	186.70	182.70	181.10	174.40	184.30	174.60	201.90	230.80	184.30
Dec. qtr	195.30	195.40	187.20	182.20	192.90	185.90	218.80	245.40	193.50

Seasonally Adjusted Series (c)

1975 —									
Sept. qtr	162.90	159.80	152.30	148.40	159.90	151.80	187.70	201.50	159.50
Dec. qtr	168.50	168.20	160.30	157.00	166.60	153.70	188.10	212.20	166.70
1976 —									
Mar. qtr	172.80	172.20	165.00	159.00	169.70	158.40	190.70	215.20	170.50
June qtr	182.00	180.30	171.90	166.60	176.90	163.60	196.20	222.00	178.10
Sept. qtr	186.20	182.10	181.20	173.40	182.00	175.00	204.60	232.40	184.30
Dec. qtr	188.60	186.40	p179.20	176.10	189.00	176.50	p207.20	p240.90	186.00

(a) See paragraph 7 on page 13. (b) Original series estimates for the Northern Territory and the Australian Capital Territory have been calculated on a basis which excludes the effects of varying numbers of Australian Government pay-days in each quarter. Estimates for periods prior to 1974-75 are not available. (c) See paragraph 8 on page 13. p — provisional.

TABLE 18. AVERAGE WEEKLY ORDINARY TIME EARNINGS; FULL-TIME ADULT MALE, NON-MANAGERIAL EMPLOYEES, AUSTRALIA (a)

Quarter	Original \$	Seasonally adjusted (b) \$	Annual change (c) %
1973 -			
September	94.00	95.00	+ 9.2
December	104.50	100.50	+14.2
1974 -			
March	99.00	103.50	+16.9
June	113.00	111.50	+20.5
September	122.00	124.00	+30.5
December	138.50	132.50	+31.8
1975 -			
March	131.00	138.00	+33.3
June	144.50	143.00	+28.3
September	145.50	147.00	+18.5
December	158.50	151.00	+14.0
1976 -			
March	149.00	154.00	+11.6
June	164.50	163.50	+14.3
September	168.50	168.50	+14.6
December p	177.50	170.50	+12.9

(a) See paragraph 3 on page 13. Figures have been rounded to the nearest 50 cents. (b) See paragraph 8 on page 13. (c) Percentage change over same quarter of previous year in the seasonally adjusted series. p - provisional.

IV. SURVEYS OF EARNINGS AND HOURS

General - Since 1960 a number of statistical surveys of wages and hours of work in Australia have been conducted. Each of these surveys is listed below and reference made to the publications containing detailed results. As these surveys were based on samples, the resultant estimates are subject to sampling variability, that is variations which might occur by chance because only a sample of employers was surveyed. In addition to affecting the results of each sample survey, sampling variability also affects comparison between each year's October survey result.

Survey of Wage Rates and Earnings, September 1960 - For results of this survey of marginal rates of wages and actual weekly earnings of full-time adult male employees see *Labour Report No. 50, 1962 and 1963* (pages 80-83).

Survey of Weekly Earnings, October 1961 - Results of this survey about the distribution of actual weekly earnings of full-time adult males were published in *Labour Report No. 50, 1962 and 1963* (pages 83-86).

Survey of Weekly Earnings, October 1965 - This survey obtained average weekly earnings for full-time adult and junior males in private and government employment; and for full-time adult males, the distribution and composition of earnings. For detailed results see *Labour Report No 53, 1967* (pages 80-96).

Survey of Weekly Earnings (Size Distribution), May 1971 - The survey obtained, for private and government employees, estimates of the distribution of earnings of full-time adult male employees (paid for a full week) and particulars of average weekly overtime earnings and average weekly ordinary time earnings. Separate details were obtained for (a) male managerial, executive, professional and higher supervisory staff, and (b) other full-time adult male employees. For detailed results see *Labour Report No. 56, 1971* (pages 117-170).

Survey of Weekly Earnings and Hours, October 1962 to 1964, 1966 to 1976

(i) *Surveys to 1972* (private employees). Sample surveys in respect of most private employees subject to payroll tax were conducted for the last pay-period in October. Detailed results, explanatory notes, etc. of these surveys were published in *Labour Report No. 56, 1971* and *Labour Report No. 57, 1972*. The estimates shown in these Labour Reports (and in earlier issues) are not directly comparable with those published in the bulletins (Reference Nos 6.36 and 6.40) - see below.

(ii) *The 1972 to 1976 surveys* (private and government employees). From October 1972 coverage was expanded to include (i) private employees in the Northern Territory and the Australian Capital

Territory, (ii) employees in non-government hospitals not subject to payroll tax and (iii) employees of Australian, State and local government authorities. Detailed results of these surveys, were published in *Earnings and Hours of Employees* (Reference No. 6.40).

Surveys of Earnings and Hours, May 1974 to 1976

Surveys were conducted in May of the years 1974 to 1976 to obtain statistics of the distribution of earnings and hours of employees, and the composition of weekly earnings and hours for various categories of employees and for principal occupations. Results of the surveys published in *Earnings and Hours of Employees, Distribution and Composition (Preliminary)* (Reference No. 6.47) and *Earnings and Hours of Employees, Distribution and Composition* (Reference No. 6.52).

Weekly Earnings of Employees (Distribution) August 1975 and August 1976

In August 1975 and August 1976, sample surveys, based on the quarterly population survey, were conducted throughout Australia in order to obtain details of weekly earnings of wage and salary earners. Results were published in *Weekly Earnings of Employees (Distribution)* (Reference No. 6.51).

Earnings and Hours of Employees, October 1976

A summary of some of the preliminary results of the October 1976 survey, together with some comparisons of the results of the October 1975 survey are shown in Tables 19 to 23.

Scope of the survey

All wage and salary earners were represented except —

- members of the defence forces,
- employees in agriculture,
- employees in private households employing staff,
- waterside workers employed on a casual basis,
- persons employed by private employers (other than hospitals) not subject to payroll tax.

At the time of the selection of the sample, payroll tax was payable by employers in the States paying more than \$800 a week in wages and salaries (\$400 a week in the Territories). In general, Australian Government bodies, religious and benevolent institutions, public hospitals and other similar organisations are specifically exempted under the Australian and State Payroll Tax Acts.

Coverage

The survey covered all Australian and State Government departments and authorities and stratified random samples of local government authorities, non-government hospitals (not subject to payroll tax) and other private employers.

Industry classification

The industry classification used for the survey is the Australian Standard Industrial Classification (ASIC) described in *Australian Standard Industrial Classification (Preliminary Edition)* 1969, Vol. 1.

Definitions

Adult employees comprise employees 21 years of age and over and employees under 21 years of age who are paid at the adult rate for their occupation. *Junior employees* are all other employees under 21 years of age.

Full-time employees are employees who ordinarily work 30 hours or more a week, and *part-time employees* are those who ordinarily work less than 30 hours a week.

For private employees, *non-managerial employees* were defined to include minor supervisory employees, leading hands, clerical and office staff as well as ordinary wages employees. They exclude *managerial, executive, professional and higher supervisory staff* who for the private sector, were not further defined. For government employees, *managerial, executive, professional and higher supervisory staff* were generally defined as those employees who (i) were ineligible to receive payment for overtime, or (ii) although subject to payment for overtime, were in charge of a significant number of employees in a separate establishment (or establishments). The allocation of employees to these two classifications may have varied for individual private employers and between employers in the private and government sectors, with consequent effects on survey results.

Weekly earnings refers to gross earnings before taxation and other deductions have been made. It includes *overtime earnings*, which refer to that part of gross weekly earnings for hours paid for in excess of award, standard or agreed hours of work, and *ordinary time earnings*.

Weekly hours paid for refers to the hours for which payment was made. It includes *overtime hours*, which refers to hours in excess of award, standard or agreed hours of work, and *ordinary time hours*.

Reliability of estimates

As the survey was based on a sample of employers the resultant estimates are subject to sampling variability, that is, variations which might occur by chance because only a sample of employers was surveyed. The extent of the detail published has been determined after considering estimated measures of sampling variability.

NOTE. (1) Estimates of average weekly earnings shown in the tables are rounded to the nearest 10 cents, and those of average weekly hours paid for are rounded to the first decimal place. Any discrepancies between totals and

sums of components in tables are due to rounding.

- (2) Average weekly earnings figures for males shown in Tables 19 to 23 are not directly

comparable with estimates of average weekly earnings shown in Tables 16 to 18 since they relate to only one pay-period in October, not to the average for a quarter, and their coverage is less extensive.

TABLE 19. AVERAGE WEEKLY EARNINGS, ALL EMPLOYEES (a)

	October 1976									October 1975	Percentage increase (b)
	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.	Aust.	%
	- \$ -										%
Males	190.10	192.10	183.00	177.60	186.40	181.50	214.70	232.30	188.80	164.90	14.5
Adults	197.40	199.90	192.10	186.30	195.00	189.30	221.50	240.40	196.80	171.80	14.6
Juniors	91.40	89.70	94.20	88.90	89.30	97.30	98.90	88.10	91.10	79.20	15.0
Full-time employees	196.40	198.80	187.80	183.30	194.30	188.20	220.30	239.50	195.10	171.20	14.0
Adults	203.00	205.30	196.30	190.90	202.30	196.20	225.70	245.60	202.20	177.50	13.9
Juniors	100.40	101.50	101.20	97.80	98.50	101.30	113.40	106.20	100.50	87.10	15.4
Females	128.60	129.70	120.80	122.30	115.20	116.70	150.20	153.10	126.30	109.30	15.6
Adults	136.20	137.40	131.90	131.80	122.30	125.30	156.40	160.20	134.90	116.30	16.0
Juniors	81.40	85.50	82.30	82.00	80.10	87.10	82.50	79.90	81.80	73.20	11.8
Full-time employees	147.70	146.30	138.50	140.30	136.60	143.00	162.00	168.60	145.00	124.40	16.6
Adults	155.30	154.80	154.10	154.20	147.10	159.20	167.00	175.00	154.90	133.00	16.5
Juniors	100.40	99.80	92.00	91.50	94.40	93.30	102.50	99.10	96.70	83.60	15.8
Persons	168.70	170.70	163.20	158.30	162.00	161.90	192.00	200.80	167.30	146.00	14.6
Adults	177.20	179.70	174.90	168.70	171.70	169.70	199.00	209.20	176.90	154.10	14.8
Juniors	86.20	87.50	87.90	85.20	84.60	89.60	91.50	83.80	86.20	76.00	13.4
Full-time employees	181.70	183.00	174.30	170.70	177.80	176.30	201.20	214.20	180.30	157.30	14.6
Adults	189.40	191.20	186.30	181.40	188.00	187.80	207.00	221.10	189.30	165.40	14.5
Juniors	100.40	100.70	96.40	94.50	96.50	97.20	180.80	102.50	98.50	85.30	15.5

(a) Total private and government employees including managerial, executive, etc., staff. See definitions above. (b) Percentage increase October 1976 over October 1975.

TABLE 20. AVERAGE EARNINGS AND HOURS : FULL-TIME NON-MANAGERIAL EMPLOYEES

	Adult Males									
	Oct. 1975	Oct. 1976			Junior Males		Adult Females		Junior Females	
	Total	Overtime (a)	Ordinary time	Total	Oct. 1975	Oct. 1976	Oct. 1975	Oct. 1976	Oct. 1975	Oct. 1976
AVERAGE WEEKLY EARNINGS (\$)										
New South Wales	166.10	16.00	172.20	188.30	86.60	100.40	128.60	152.30	85.10	100.40
Victoria	165.40	16.80	172.00	188.80	89.60	101.50	132.70	151.60	87.20	99.80
Queensland	159.30	15.70	170.20	185.90	86.30	101.20	127.60	155.20	79.60	92.00
South Australia	154.40	12.40	166.20	178.60	85.00	97.80	125.20	151.40	79.00	91.50
Western Australia	168.60	21.10	169.40	190.50	84.40	98.50	130.90	149.30	79.90	94.40
Tasmania	160.60	12.90	170.00	182.80	86.20	101.30	138.10	156.40	82.40	93.30
Northern Territory	186.60	30.60	191.80	222.40	102.90	113.40	155.30	162.20	116.20	102.50
Australian Capital Territory	183.50	11.20	202.30	213.50	95.40	106.20	141.80	170.40	89.40	99.10
Australia	164.40	16.20	171.40	187.50	87.10	100.50	130.30	152.10	83.60	96.80
AVERAGE WEEKLY HOURS PAID FOR										
New South Wales	40.6	2.4	38.1	40.4	39.5	39.6	38.3	37.9	38.7	38.7
Victoria	40.8	2.5	38.5	41.0	39.9	39.8	38.6	38.7	38.8	38.8
Queensland	40.1	2.3	38.2	40.5	39.3	39.6	38.4	38.4	38.7	38.6
South Australia	40.3	2.0	38.5	40.5	39.5	39.8	38.4	38.6	38.7	38.6
Western Australia	41.4	3.1	38.2	41.3	39.9	39.9	38.7	38.8	39.0	39.1
Tasmania	40.3	1.9	38.5	40.4	39.3	39.9	37.8	38.3	39.1	39.4
Northern Territory	41.6	4.3	38.6	42.9	41.9	42.4	37.4	38.3	38.2	38.0
Australian Capital Territory	39.8	1.7	38.2	40.0	39.7	40.3	37.7	37.4	38.0	38.3
Australia	40.6	2.4	38.2	40.6	39.6	39.7	38.4	38.1	38.8	38.5
AVERAGE HOURLY EARNINGS (\$)										
New South Wales	4.10	6.77	4.52	4.65	2.19	2.54	3.36	4.02	2.20	2.59
Victoria	4.05	6.61	4.47	4.61	2.24	2.55	3.43	3.92	2.25	2.57
Queensland	3.98	6.82	4.46	4.61	2.20	2.56	3.32	4.04	2.06	2.38
South Australia	3.83	6.21	4.32	4.41	2.15	2.46	3.26	3.92	2.04	2.37
Western Australia	4.07	6.77	4.43	4.61	2.11	2.47	3.38	3.85	2.05	2.41
Tasmania	3.99	6.69	4.41	4.52	2.20	2.54	3.65	4.08	2.11	2.37
Northern Territory	4.49	7.18	4.97	5.12	2.46	2.68	4.16	4.23	3.05	2.70
Australian Capital Territory	4.61	6.54	5.29	5.34	2.40	2.63	3.76	4.55	2.35	2.59
Australia	4.05	6.69	4.49	4.62	2.20	2.53	3.39	3.99	2.16	2.51

(a) Average overtime earnings and hours paid for are averages for all employees represented in the survey.

TABLE 21. AVERAGE WEEKLY OVERTIME AND ORDINARY TIME EARNINGS AND HOURS : FULL-TIME NON-MANAGERIAL EMPLOYEES, AUSTRALIA

	<i>Adult Males</i>		<i>Junior Males</i>		<i>Adult Females</i>		<i>Junior Females</i>	
	<i>October 1975</i>	<i>October 1976</i>	<i>October 1975</i>	<i>October 1976</i>	<i>October 1975</i>	<i>October 1976</i>	<i>October 1975</i>	<i>October 1976</i>
AVERAGE WEEKLY EARNINGS (\$)								
Overtime (a)	14.10	16.20	3.70	4.30	3.20	3.20	1.30	1.40
Ordinary time (a)	150.30	171.40	83.40	96.20	127.20	148.90	82.30	95.50
Total	164.40	187.50	87.10	100.50	130.30	152.10	83.60	96.80
AVERAGE WEEKLY HOURS PAID FOR								
Overtime (a)	2.4	2.4	1.1	1.1	0.7	0.6	0.4	0.4
Ordinary time (a)	38.2	38.2	38.5	38.6	37.8	37.5	38.3	38.2
Total	40.6	40.6	39.6	39.7	38.4	38.1	38.8	38.5

(a) Average overtime and ordinary time earnings and hours paid for are averages for all employees represented in the survey.

TABLE 22. AVERAGE EARNINGS AND HOURS : FULL-TIME NON-MANAGERIAL EMPLOYEES, INDUSTRIES, AUSTRALIA, OCTOBER 1976

<i>Manufacturing</i>										
<i>Metal products, machinery and equipment</i>										
	<i>Food, beverages and tobacco</i>	<i>Textiles; clothing and footwear</i>	<i>Paper, printing, etc.</i>	<i>Chemical, petroleum and coal products</i>	<i>Basic metal products</i>	<i>Fabricated metal products; other machinery, etc.</i>	<i>Transport equipment</i>	<i>Total</i>	<i>Other</i>	<i>Total manufacturing</i>
AVERAGE WEEKLY EARNINGS (\$)										
Adult males	179.10	162.40	190.30	199.20	196.40	174.70	176.20	179.90	172.50	179.40
Junior males	99.60	95.20	105.00	110.10	109.70	93.70	96.60	97.60	91.00	97.10
Adult females	136.60	124.40	135.70	143.20	152.30	132.60	139.60	135.60	133.20	133.00
Junior females	92.70	82.90	86.80	99.30	106.10	93.00	95.00	94.80	92.90	89.60
AVERAGE WEEKLY HOURS PAID FOR										
Adult males	42.0	41.6	41.0	40.4	41.3	41.4	40.9	41.2	41.7	41.4
Junior males	40.3	39.8	40.2	39.2	38.7	39.6	39.2	39.3	39.5	39.6
Adult females	39.2	38.2	39.4	38.7	39.3	38.8	39.4	39.0	38.9	38.8
Junior females	39.1	38.6	39.3	38.4	39.3	38.9	38.8	39.0	38.8	38.9
AVERAGE HOURLY EARNINGS (\$)										
Adult males	4.26	3.91	4.64	4.93	4.76	4.22	4.31	4.37	4.13	4.34
Junior males	2.47	2.39	2.61	2.81	2.83	2.36	2.46	2.48	2.31	2.46
Adult females	3.48	3.26	3.44	3.70	3.88	3.41	3.54	3.48	3.43	3.43
Junior females	2.37	2.15	2.21	2.58	2.70	2.39	2.45	2.43	2.39	2.31
<i>Non-manufacturing</i>										
	<i>Mining</i>	<i>Electricity gas and water</i>	<i>Construction</i>	<i>Wholesale trade</i>	<i>Retail trade</i>	<i>Transport and storage; communication</i>	<i>Finance, business services</i>	<i>Public administration, etc.</i>	<i>Other</i>	<i>Total non-manufacturing</i>
AVERAGE WEEKLY EARNINGS (\$)										
Adult males	254.30	200.00	184.60	171.10	160.40	197.00	186.10	206.30	174.50	192.10
Junior males	140.60	112.90	111.20	97.40	90.50	104.80	106.60	107.30	105.90	102.10
Adult females	166.60	158.40	140.80	137.80	135.80	159.10	149.90	173.60	138.90	158.50
Junior females	110.60	107.40	96.90	93.40	88.10	102.00	101.50	106.00	88.70	97.60
AVERAGE WEEKLY HOURS PAID FOR										
Adult males	41.4	40.4	40.6	40.6	41.1	41.3	39.3	38.7	41.3	40.3
Junior males	39.9	39.0	39.7	40.3	40.7	39.7	39.3	37.8	40.8	39.8
Adult females	39.0	37.1	38.2	38.6	39.4	39.2	37.9	37.3	38.4	38.1
Junior females	39.1	37.2	38.3	39.0	39.8	39.4	38.6	37.9	37.9	38.4
AVERAGE HOURLY EARNINGS (\$)										
Adult males	6.14	4.95	4.55	4.22	3.91	4.77	4.73	5.33	4.23	4.77
Junior males	3.52	2.90	2.80	2.41	2.22	2.64	2.71	2.84	2.60	2.57
Adult females	4.27	4.27	3.69	3.58	3.44	4.06	3.95	4.65	3.62	4.16
Junior females	2.83	2.89	2.53	2.40	2.22	2.59	2.63	2.80	2.34	2.51

TABLE 23. AVERAGE WEEKLY EARNINGS : MANAGERIAL, EXECUTIVE, ETC. STAFF (a), OCTOBER 1976 (\$)

TOTAL ALL INDUSTRIES								
	<i>Males</i>							<i>Females</i>
	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>Aust. (b)</i>	<i>Aust. (b)</i>
October 1975	259.30	255.80	236.50	235.60	244.20	237.30	253.50	194.60
October 1976	289.00	287.20	260.90	276.60	276.50	273.30	284.30	217.80

(a) Private and government managerial, executive, professional and higher supervisory staff. See definitions, page 16. (b) Includes the Northern Territory and the Australian Capital Territory. Separate details for the Territories are not available.